

LAMPIRAN

Lampiran 1 Hasil SPSS

1. Uji Validitas Variabel X1-Y

Butir Pertanyaan	N	Pearson Correlation (r hitung)	Sig. (2- tailed)	r table	Status
X1.1	38	0,868	0.000	0.320	V
X1.2	38	0,881	0.000	0.320	V
X1.3	38	0,908	0.000	0.320	V
X1.4	38	0,902	0.000	0.320	V
X1.5	38	0,858	0.000	0.320	V
X1.6	38	0,924	0.000	0.320	V
X2.1	38	0,792	0.000	0.320	V
X2.2	38	0,839	0.000	0.320	V
X2.3	38	0,756	0.000	0.320	V
X2.4	38	0,631	0.000	0.320	V
X3.1	38	0,860	0.000	0.320	V
X3.2	38	0,788	0.000	0.320	V
X3.3	38	0,833	0.000	0.320	V
X3.4	38	0,797	0.000	0.320	V
X3.5	38	0,831	0.000	0.320	V
Y1	38	0,745	0.000	0.320	V
Y2	38	0,877	0.000	0.320	V
Y3	38	0,761	0.000	0.320	V
Y4	38	0,51	0.000	0.320	V

Sumber: Data Olahan SPSS

2. Uji Realibilitas

Variabel	Cronbach Alpha	Keterangan
Kepemimpinan (X1)	0,947	Reliable
Insentif (X2)	0,750	Reliable
Kepuasan Kerja (X)	0,880	Reliable
Kinerja Karyawan (Y)	0,791	Reliable

Sumber: Data Olahan SPSS

3. Uji Normalitas

Hasil Uji Kolmogorov-Smirnov Test

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		38
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	1,06753363
Most Extreme Differences	Absolute	,111
	Positive	,111
	Negative	-,064
Test Statistic		,111
Asymp. Sig. (2-tailed)		,200 ^{c,d}

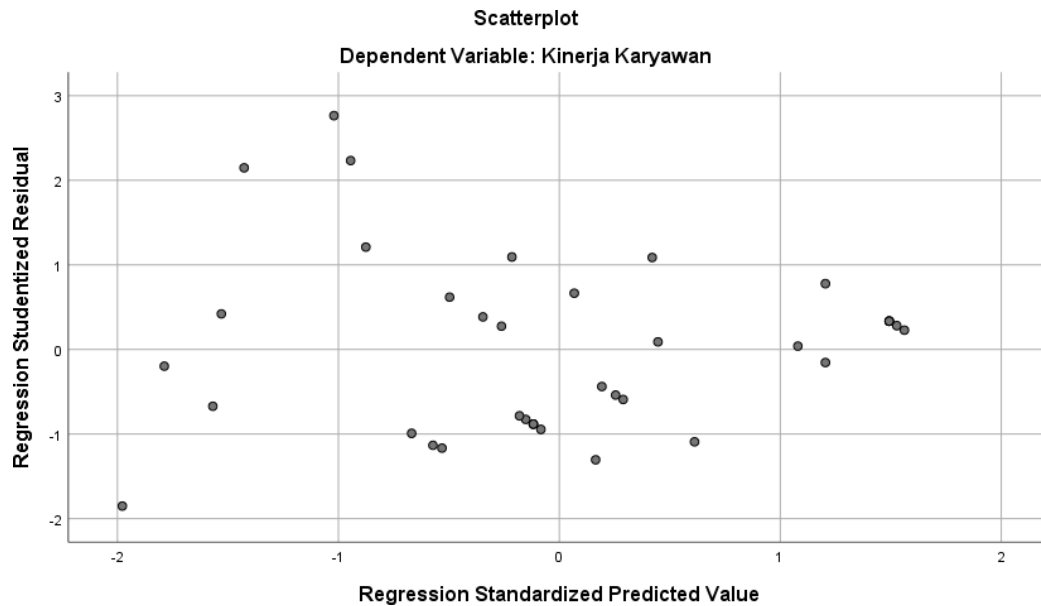
Sumber: Data Olahan SPSS

4. Uji Multikolinearitas

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	KEPEMIMPINAN	.451	2.219
	INSEFTIF	.891	1.118
	KEPUASAN KERJA	.431	2.322

Sumber: Data Olahan SPSS

5. Uji Heteroskedasitas



6. Analisis Regresi Berganda

Coefficients^a

Model		Unstandardized Coefficients		Standardized	t	Sig.
		UjiB	Std. Error	Coefficients Beta		
1	(Constant)	3.439	1.485		2.316	.027
	Kepemimpinan	.024	.049	.057	.502	.619
	Insentif	.333	.166	.345	2.234	.035
	Kepuasan Kerja	.365	.134	.501	2.729	.010

a. Dependent Variable: Kinerja

7. Uji t

Coefficients^a

Model		Unstandardized Coefficients		Standardized	T	Sig.
		B	Std. Error	Coefficients Beta		
1	(Constant)	3.439	1.485		2.316	.027
	Kepemimpinan	.024	.049	.057	.502	.619
	Insentif	.333	.166	.345	2.234	.035

Kepuasan Kerja	.365	.134	.501	2.729	.010
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a. Dependent Variable: Kinerja

$$t = (a/2; (df = n-k-1))$$

$$t = (5\%/2 ; (38-3-1))$$

$$t = (0,025; 34) = 2,008$$

8. Uji F

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	105.089	3	35.030	29.803	.000 ^b
	Residual	39.963	34	1.175		
	Total	145.053	37			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Kepuasan Kerja, Kepemimpinan, Insentif

9. Uji Koefisien Determinasi (R²)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.851 ^a	.724	.700	1.084

a. Predictors: (Constant), Kepuasan Kerja, Kepemimpinan, Insentif

Lampiran 2 Responden

Responden Variable X1

Item Pertanyaan X1.1 – X1.6						Total X1
4	4	4	5	4	4	25
3	5	4	5	5	5	27
4	4	4	4	4	4	24
5	5	5	5	5	5	30
4	4	3	4	4	4	23
5	5	5	5	5	5	30
4	4	4	4	5	4	25

5	5	5	5	5	5	30
4	5	5	4	4	4	26
5	4	4	5	4	4	26
4	5	4	5	5	4	27
4	4	4	4	4	4	24
5	4	5	5	5	5	29
4	4	4	4	4	4	24
5	5	4	4	4	5	27
4	4	3	4	4	4	23
5	4	5	4	5	4	27
5	5	5	5	5	5	30
4	4	4	4	4	4	24
5	5	5	5	5	5	30
3	3	3	3	3	3	18
4	4	4	4	4	4	24
4	4	4	4	4	4	24
5	5	5	5	5	4	29
4	4	4	4	5	5	26
3	4	4	3	4	4	22
4	4	5	5	4	5	27
5	5	5	5	5	5	30
5	4	4	5	5	5	28
1	1	1	1	1	1	6
4	5	4	5	3	4	25
5	4	5	5	4	5	28
3	2	1	3	4	3	16
4	4	4	4	4	4	24
5	5	5	5	5	5	30
5	3	3	4	4	3	22
5	5	5	5	5	5	30
4	5	4	3	4	4	24

Responden Variable X2

Item Pertanyaan X2.1 – X2.4				Total X2
4	4	4	4	16
3	3	4	5	15
4	4	5	4	17
5	5	5	5	20

3	4	4	5	16
4	4	5	5	18
4	4	5	4	17
5	5	5	5	20
4	4	4	5	17
3	3	5	4	15
3	3	4	5	15
4	4	4	4	16
5	5	5	5	20
4	3	3	4	14
4	4	5	5	18
4	4	4	4	16
4	4	4	4	16
4	3	4	4	15
4	4	4	4	16
5	5	4	4	18
3	3	3	3	12
4	4	4	4	16
4	4	4	4	16
3	4	4	5	16
4	4	4	4	16
3	3	5	5	16
4	4	5	5	18
5	5	5	5	20
5	5	5	5	20
5	3	4	4	16
4	5	5	3	17
4	4	5	5	18
4	3	5	3	15
3	3	3	4	13
5	5	5	5	20
3	4	4	3	14
5	5	5	5	20
4	4	4	4	16

Responden Variable X3

Item Pertanyaan X3.1 – X3.5					Total X3
4	4	4	4	4	20
3	3	4	4	5	19
4	4	4	4	4	20
5	5	5	5	5	25
4	3	4	4	4	19
5	5	4	5	5	24
5	4	4	5	4	22
5	5	5	4	5	24
5	4	4	4	4	21
5	4	4	4	4	21
5	4	4	4	4	21
4	4	4	3	3	18
5	5	5	5	5	25
4	4	4	4	5	21
4	4	4	5	4	21
4	4	4	4	4	20
4	4	5	4	4	21
4	4	4	4	4	20
4	4	4	4	4	20
5	5	4	5	5	24
3	3	3	3	3	15
4	4	4	4	4	20
4	4	4	4	4	20
3	4	3	4	3	17
3	3	3	4	4	17
4	4	4	3	3	18
4	4	4	4	4	20
5	5	5	5	5	25
5	5	5	5	5	25
4	3	4	4	4	19
4	5	3	4	4	20
5	4	4	4	5	22
4	4	3	3	3	17
3	4	3	4	4	18
5	5	5	5	5	25
3	4	3	3	4	17

5	5	5	5	5	25
4	3	3	5	4	19

Responden Variable Y

Item Pertanyaan Y1–Y4				Total Y
4	4	4	4	16
4	4	3	4	15
4	4	4	4	16
5	5	5	5	20
4	4	5	4	17
5	5	5	5	20
4	5	4	4	17
4	5	5	5	19
4	4	4	4	16
4	4	4	5	17
5	4	4	4	17
4	5	5	4	18
5	5	5	5	20
5	5	5	4	19
4	4	5	5	18
4	4	4	4	16
4	4	4	5	17
4	4	4	5	17
4	4	4	4	16
5	5	5	4	19
3	3	3	3	12
4	4	4	4	16
4	4	4	4	16
4	3	5	3	15
4	4	5	4	17
5	4	4	4	17
5	4	4	4	17
5	5	5	5	20
5	5	5	5	20
4	4	3	4	15
4	5	4	5	18
5	4	4	5	18
3	5	5	5	18

3	3	4	4	14
5	5	5	5	20
3	3	4	4	14
5	5	5	5	20
4	4	4	3	15